

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Statewide Law Enforcement Association (CSLEA)
Protective Services and Public Safety
Bargaining Unit 7**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 7 contract expires in its entirety as of June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – Recognition
- Article 2 – CAUSE Rights
- Article 3 – Dues Deduction/Organizational Security
- Article 4 – Management Rights
- Article 5 – General Provisions
- Article 6 – Grievance and Arbitration Procedure
- Article 7 – Hours of Work and Overtime
- Article 8 – Holidays
- Article 9 – Leaves
- Article 10 – Health and Welfare
- Article 11 – Retirement
- Article 12 – Allowances and Reimbursements
- Article 13 – Safety and Health
- Article 14 – Career Development
- Article 15 – Classification
- Article 16 – Employee Transfer and Retention

Article 17 – Layoff

Article 18 – Miscellaneous

Article 19 – Compensation

Article 20 – Entire Agreement

Side Letter/Attachments

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.